



Annual Review

For the year ending
31st August 2024



Registered with
**FUNDRAISING
REGULATOR**



**INVESTORS
IN PEOPLE** | Gold

Treloar Trust
Powell Drive, Holybourne, Alton, Hampshire GU34 4GL
A company limited by guarantee.
Registered in England No. 04466362
Charity No. 1092857

Our Vision

A world where physically disabled young people take control of their lives and achieve their aspirations

Our Mission

To enable physically disabled young people to achieve their aspirations by:

- Providing personalised learning, therapy and care
- Supporting transition into adulthood
- Promoting independence and inclusion

Our Values



We are Inclusive

Everyone – regardless of physical ability, where they live or socioeconomic background – should have the opportunity to take part in life. We treat our beneficiaries with the same dignity as their non-disabled peers, and work to remove barriers in their way.

Our students and beneficiaries are always at the centre of everything we do. Before we make decisions, we ask: “How will our students and beneficiaries benefit from this?”



We act with Integrity and Respect

Physically disabled young people should be free to direct their own lives. We listen to young people’s views and support them to make age-appropriate choices about their daily life and informed choices about their future.

We celebrate and promote diversity, value and support each other, and treat everyone with mutual respect. We support a culture of openness, honesty and transparency, where the safeguarding of our students and wellbeing of our staff is paramount.



We strive for Excellence

Physically disabled young people and their families deserve outstanding care and support. We work to make sure all our services are excellent, and actively challenge each other to ensure continuous quality improvement.

We continually innovate to ensure that our beneficiaries receive the cutting-edge support they deserve.

We strive to ensure that our school and college develop and evolve with the needs and potential of our students, but we also want to take the message of inclusivity to a wider audience, sharing our experience and expertise outside Treloar’s for the benefit of more disabled people.



Strategic objectives 2022-2027

We will...

1. Further our excellence as a school and college for physically disabled young people

- Meet student needs by continually developing our education and life skills programmes
- Support students to successfully move on from school and college
- Develop our non-term time offer alongside our term-time provision
- Widen access for students from underrepresented backgrounds and communities

2. Maintain our specialism in supporting children and young people with higher levels of need in education

- Continue to foster our excellence in healthcare, residential care and therapy
- Pioneer the practical application of assistive technology to further develop the independence and potential of disabled people
- Develop and demonstrate innovation

3. Contribute on a wider scale to the education and support of physically disabled young people

- Work in partnership with Local Authorities and other education, health and social care providers to support SEND and care objectives across the system
- Amplify the voice of disabled children, young people, parents, carers and families to support change in society



"Treloar's is more than just a school—it's a place that gives young people with disabilities the support, education, and independence we need to live our best lives. I started Treloar's back in 2023 and honestly it's been one of the best decisions in my life. Before coming to Treloar's, I had zero confidence and hardly left the house because I had awful anxiety and stress levels. But Treloar's has helped me immensely.

Treloar's has helped me in so many ways. The teachers and staff truly care, and I'm the happiest that I have ever been. I love going to hydrotherapy every Thursday. Every Monday I do physiotherapy in the gym and I love seeing improvement in my muscles every time I do it. But Treloar's relies on donations to keep doing this amazing work.

Donations help provide things like special equipment, therapies, and activities that make a huge difference in our lives. Every bit of

support helps students like me grow in confidence and achieve things we never thought possible.

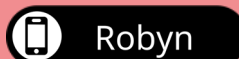
If you can, please consider donating to Treloar's. Your support means the world to us and helps make sure more young people get the opportunities they deserve.

Thank you for reading and for any help you can give."

Robyn
Treloar College student



Scan to
watch
Robyn's film
on YouTube



Welcome

Dear friends and supporters of Treloar's,

Welcome to our Annual Review. This year, Treloar's has again excelled, and we have led the way in all areas of our specialism. Our students have overwhelmingly achieved their aims and made huge progress whether in academic subjects, developing independence skills, or in vocational and life skills. This success demonstrates the fortitude, resilience and resourcefulness of our students and the dedication and expertise shown by our staff.

Once again, not only are our students achieving great success within Treloar's, they are also challenging perceptions and having an impact on the world beyond. Examples include the three former Treloar's students who together formed the majority of the GB Boccia squad at the Paris 2024 Paralympics; success in the national school dance competition "Dance Live"; and the incredible success the "Let Me In" student-led enterprise has had in improving accessibility in local and regional businesses and community facilities.

We are greatly indebted to our generous funders, who have supported services such as assistive technology, transition and facilities that enable our students to achieve the very best they can, preparing them for their future beyond Treloar's. Our financial accounts show just how challenging the environment in which we operate has become, with inflationary cost pressures and National Insurance changes exacerbating the additional funding challenges already faced.

We continue to improve our campus and one such development has been the Bradbury Learning Centre. This new interactive learning facility has been placed at the front and centre of our campus to benefit all students and reflects our commitment to technology as a key enablement tool, helping to deliver exciting futures for our students.

On behalf of the trustees and governors, our thanks go to all who contribute to the success of Treloar's and our wonderful students.

Lady Win Normington,
Interim Chair of Trustees



What do parents say?

"Treloar's is a network of expertise and support that we never take for granted and which gives our son a wide range of opportunities for growth and development."

School parent

"For my son to be in a peer group setting and have the education and support of the wonderful staff. He absolutely loves all things about the school. We are very happy with the progress that our son is making."

School parent

"My daughter looks forward to Mondays. Her confidence, independence and self-advocacy have come on in leaps and bounds."

College parent

"The whole staff ethos and commitment to empowering young people to expect to be treated equitably and challenge the world to be more inclusive for all."

College parent

"Safe, nurturing, inclusive and meaningfully accessible (not just token accessible)."

College parent



About Treloar's

Treloar's is a charity which runs one of the UK's largest specialist education centres for young disabled people to live and learn. Through our school and college, we offer students the opportunity to fully take part in life and achieve their aspirations.

We support around 170 children and young people, aged 4 to 25 years, who come from across the country. All of our students are physically disabled, many with complex clinical needs and a sensory impairment. Our highly specialist staff deliver outstanding education, therapy and care for our students. But we need your support to do so much more.

It is essential that we raise £2 million every year, in addition to the funding we receive from Local Authorities. We must also develop our expert services to support students and disabled people more widely.

Your donations help us keep pace with the increasingly complex medical and care needs of our students and provides them with access to specialist staff, accommodation and equipment to unlock their potential and enable them to live a fulfilling life.

Key Facts and Figures

100% of our students are wheelchair users

60% of our students are non-verbal or require support from communication aids

44% of our students have a visual impairment

58% of our students have a life-limiting condition

64% have cerebral palsy

10% have muscular dystrophy



Student achievements

Outcomes for School (2024)

- Of the nine school leavers in July 2024, 100% moved on from Treloar School to Treloar College
- The significant majority of school students met or exceeded their expected progress in their Individual Education Plan Skills domains
- Achievement of student targets against their Education and Healthcare Plan (EHCP) outcomes was very positive at 87%
- Achievement of academic targets was high – 93% English, 94% maths, 98% Personal, social, health and economic education (PSHE)



Outcomes for College (2024)

- At their 9 month follow up – 87% of our July 2023 leavers had achieved their aim of placement (intended destinations on leaving Treloar's in terms of education, employment and living) or achieved an appropriate alternative
- The significant majority of college students met or exceeded their expected progress in their Individual Education Plan Skills domains
- Achievement of student targets against their EHCP outcomes was positive at 89%



Employment

Just one of the 2023 alumni has managed to secure voluntary employment; two are self-employed and two are engaged in on-the-job training schemes. As in past years our overall number of former students in employment continues to remain low.



"Being at Treloar's has made a huge impact on my confidence and self-esteem, I feel so much more independent and I feel like I can do a lot more things on my own."

Amirah's experience of being at Treloar's:

"When I first started at Treloar's, I was extremely nervous and anxious as I've never been away from home before. As time went on, I became very happy here. Before I started, I was very low on confidence, I had no friends at all in my previous school but as soon as I came to Treloar's I felt like I fit in. I feel like my confidence and independence has increased a significant amount and I have a lot more friends here.

I used to be very scared to ask for help or to ask for anything I need. At Treloar's the staff always encourage me to ask them to help no matter what it is because that's what they're there for. Every student here has similar disabilities as me, so I don't have to be embarrassed or ashamed of my

disability. I'm a residential student, I stay Sunday evening to Friday afternoon. At the moment I'm doing BTEC in work skills and employability which gets graded at the end of the year. I also do maths and English which is not so fun but at the end of the day it's important.

Every Thursday I have hydrotherapy, this helps my muscles relax. I have physio every Monday where I use my walker, the Innowalk standing machine, or I have stretches (not all on the same day of course). I use the Motomed and my Lecky standing frame in class and on the house, this is very good exercise for me. I also have speech and language therapy, where I practice my breathing skills and speaking louder in busy environments."

Charitable donations help our students to achieve so much more

This year, our community of supporters, helped us to raise an astonishing £2.1 million. Thank you to each one of them for helping disabled children and young people to aspire, achieve and thrive. With the support of this amazing community, we are stronger and more resilient, and able to provide the very best experiences for students.

It's been a jam-packed year, our busy events programme included a Golf Day at Old Thorns Country Club, our Mansion House Gala Dinner, The Dummer Fair with over 100 stall holders, and our brand-new Afternoon Tea Party at Mansion House, generously hosted by the Lady Mayoress of the City of London. We are so lucky to have been supported by the wonderful Friends of Treloar's who fundraise throughout the year, with many events including the well-established annual Treloar's Plant Sale.

In February we welcomed the Lord Mayor for his annual visit, and celebrated our special relationship with the City of London, welcoming representatives from over 40 livery companies. The annual visit is an opportunity for us to demonstrate to these generous organisations the difference they are making to our students.

Our business community has gone above and beyond to help us and our students, providing many volunteering hours to keep our site in tip-top condition, invaluable pro-bono support and advice, and supporting their employees to fundraise for us. Most importantly, they are embracing

inclusion and working alongside our student-led accessibility project, Let Me In, to increase awareness of inclusive employment practices.

We celebrate the wonderful individual donors, liveries, trusts, foundations, and grant-giving organisations who put their faith in us to provide the solutions for our students to achieve. With their support, we can provide the very best expertise, facilities, technology and transitions for our students.

We are so very grateful to all of our supporter community and look forward to another year of collaboration and partnership.



Helping our students to thrive

Charitable donations help us to provide the very best in education and care at Treloar's, and provide opportunities for transition to life beyond Treloar's.

Thanks to the generosity of our supporter community, students will be introduced to new worlds through our interactive and immersive learning centre and explore the real world, experiencing higher education and meaningful employment opportunities thanks to a state-of-the-art electric bus. Participating fully in learning through better access to communication is made possible by assistive technology, and thanks to our hoist replacement programme, students move about their classrooms and bedrooms with ease – all generously funded by our supporter community.

Unlocking the power of Assistive Technology

Before arriving at Treloar's, many of our students are often denied access to educational opportunities due to their complex physical disabilities. Charitable donations help us to provide immediate and sustainable solutions that give our students access to technology which breaks down barriers to education.

Thanks to the incredible technology and our in-house Assistive Technology department students can unlock greater communication capabilities and independence through the use of adaptations and technology.

"Technology really helps me in my daily life and in college, I have an adapted touch pad which helps get around the computer, otherwise I wouldn't be able to do any work. The computers in college can be adapted to anyone's needs, for example, adapted keyboards with easy access for students with additional needs."

Amirah – College student

Dignity and Inclusion

During the last three years, we have taken on the epic challenge of replacing and refurbishing the 151 Maxi Sky 600 hoists throughout our campus. These hoists are crucial for safely moving students within classrooms, learning areas, and residential houses. They also help our brilliant staff team to reduce potential injury from lifting. Thanks to charitable donations we have been able to replace and refurbish 40 of these hoists this year, promoting greater independence and comfort for students. Above all, hoists protect the dignity of our students, enabling them to transfer swiftly and safely.

"The increasingly complex needs of our students mean hoists are an absolute necessity for safely manoeuvring our students within their classrooms and learning areas and in the residential houses. Having hoists available in each room plays a huge role in unlocking the potential in our students and enabling them a greater level of independence, choice and comfort." **Clare Bradford**, Joint Head of Physiotherapy at Treloar's.





Students take the lead in improving our spaces

Our community of supporters has enabled us to realise our dream of updating and relocating the existing Learning Resource Centre Library and Technology Hub at Treloar's to a more accessible central location for both School and College students. The whole space was co-produced with our students who provided feedback during the design process.

The new Bradbury Learning Centre is designed for students with complex needs, enhancing literacy, numeracy and life skills, through modern technology and interactive experiences. The space includes state-of-the-art gaming workstations, interactive sand play for our younger students, green-screen technology supporting our students to create their own content and the student's favourite area; a fully immersive and interactive room which allows students to interact with pre-programmed scenarios projected into the room.

Books are such a big part of our student's lives – stories give them the opportunity to disappear into

another world, forget their worries and learn about different people, places and culture. Alongside the high-tech immersive experiences, we have upgraded the library too. It is now a tranquil, safe space where our students can lose themselves in a story.

Most importantly of all, the new Bradbury Learning Centre, is providing a lot of fun and happiness – the sounds of giggling and laughter (from students and staff!) always accompany a session in the Centre.

"I enjoy the variety of activities on offer in the Bradbury Learning Centre, but my favourite thing is the immersive learning room. I like it because it has something for everyone, it's a good way to learn and it is fun. The opportunities for teamwork, hand skills, coordination and reading help me learn and it's easier to learn about something when you can experience it. The Bradbury Learning Centre makes me feel relaxed, happy, calm and like I want to have fun!"

Dan, College student

All aboard

Over the years, we have seen the complexity of our student's needs increase and today all of our students are reliant on wheelchairs. This makes our fleet of specialist vehicles a lifeline for our students. Specially adapted transport enables class trips, access to work experience opportunities, attendance at sporting and social events, independence skills practice with our community partners and travel to HSDC Alton College for further education.

"Being in a mainstream environment has developed my independence tremendously, I have become more confident, and I've found my voice."

Logan, Treloar's and HSDC Alton College student

Our fleet of vehicles was undertaking 3,500 journeys a year, but this was still short of the demand for trips so we would often have to decline trips or hire in additional transport. One of our fabulous supporters heard about our problem and generously suggested a matched fundraising campaign whereby their Foundation would match every gift pound for pound. This galvanised our community of supporters and thanks to their donations we were able to look forward to the delivery of the new bus later in the year.



Delali's story

"Hi my name is Delali and I will be telling you about my experience at Treloar's.

It is a lovely place to be and there is a lovely community. At first, I was a little nervous and shy but slowly I opened up. My favourite place on campus is the house and the enterprise class (Art). I also get to be more independent, and I get to make choices for myself. Being at Treloar's has made me think about the career I would like to get into. I would like to get into music journalism, in the future.



The weekly transition sessions help to find out how other students live independently and what they do for leisure."

Delali
College student

Hope's story

"I started Treloar's in March of 2023 at the age of 17 years old.

When I started Treloar's I was excited to be around people with the same disabilities as me, on that first day I arrived I stayed in a residential house called Wessex House and I was a little bit nervous because I have never lived away from home by myself before, but I knew that I had very experienced staff around to help me if I got scared.

I found living away from home challenging. I overcame this by keeping myself busy, by meeting new people and socializing with them. I enjoy being more independent and trying new things I have not tried before. The clubs that are available are art club, boccia, nail art club, wheelchair dancing and so much more. On the weekends, if you are staying, there are trips you can go on with your peers and staff.

The benefits of staying in a residential house are that you can be more

independent, and the staff are around there to help if you need it. From when I left my mainstream school, I was slowly losing my independence, but ever since I have come to Treloar's the staff are around and they don't pressure you, so if you can't do a task, they can support you."

Hope
College student



Freddie's story

Freddie was just four months old when his parents Chris and Sophie, started to notice that he wasn't moving his legs as much as other babies, and went to their GP.

At 6 months old, he was diagnosed with Spinal Muscular Atrophy type 1, and they were told he might not make his second birthday.

Reeling from the news, they went home and resolved to be strong and get on with life, to make sure they would enjoy every minute with Freddie and give him the best possible life.

Freddie is now 7 years old and attends Treloar Primary School. When he first arrived, he was using head movements to indicate 'Yes' or 'No'. At Treloar's specialist staff have supported him to use a communication device to help him have a voice and make a sound. Sophie says **"it's life changing for him, he has a voice now."**

Chris says **"coming down in the morning and hearing 'Good morning Mummy, Good morning Daddy', is amazing because we never heard it before, it's just the best thing, for Freddie it's amazing."**

Treloar's specialist staff worked closely with the family to get to know Freddie's clinical needs and for him to build up trust in the team around him. The staff have a great relationship with him and he's very affectionate. At Treloar's care and therapy are integrated into day-to-day activities within the curriculum.

Having the opportunity to learn to drive his power chair has been great for giving him the independence to explore and to participate.

Chris says **"If Freddie hadn't come to Treloar's I genuinely don't think he would have been in school, I don't think he would have achieved half as much."**

Sophie says **"Having the support that Treloar's offer in terms of respiratory physios and the nurses, he has physio technicians with him 24/7, it's such a safety net for us knowing that in any situation there's someone there on call who can be with him within seconds."**


"His journey has been amazing, inspirational, he's grown in confidence, his ability to participate in a classroom environment, his complex health condition has greatly improved since he started here." Yvette Walker - Specialist Staff Nurse

For Freddie's family it's been life changing **"We cherish every single thing that he does, for us the future looks positive and he's our little super hero."**



Scan to watch Freddie's film on YouTube



 Freddie

97 students completed
567
hours of work
experience



Our Assistive Technology
team handled
1129
referrals
and repairs to specialist
equipment this year



Treloar's ran
686
in-person
training courses
in 170 different subjects



**"Everybody is
included and
staff encourage
you to be the
best version of
yourself"**
College student

Our specially trained staff
administered
305,449
doses of
medication
this year



**"This is a
school with
great purpose
and endless
compassion."**
Ofsted School inspection
Feb 2024

Treloar School residential
provision has achieved
10
consecutive
'Outstanding'
Ofsted
inspection reports

**"It's unique
and everyone
feels valued"**
School parent



Nurses train staff in
more than 50
clinical skills
so that the health
needs of students can
be safely met

**"Staff are totally
dedicated to their
work to break down
barriers and to make
pupils feel that more
is possible in their
own lives."**
Ofsted School inspection
Feb 2024



Volunteers
have given over
4000
hours
of support to Treloar's
this year



Treloar's music
teachers offer
74
individual one
to one music
lessons
every week



Our Physiotherapy
team provided
34,000
hours of
therapy
to students

70
(40%) students are tube-
fed via gastrostomy and
require detailed feeding
plans and specialist
staff training



**"Wealth of
expertise and
support under
one roof"**
School parent

Financial summary

In 2023/24 Treloar’s showed a net deficit of £232k (2023: £1.41m), before actuarial gains of £88k, (2023: £272k) on a turnover of £30.6m (2023: £27.7m).

Strong staff recruitment enabled a growth in student numbers in the first half of the year (up 3 to 169) which combined with a small price rise and a growth in complexity helped increase income by 10.0% to £30.5m (2023: £27.7m).

Donations and legacies increased by 26.6% to £1.57m (2023: £1.24m), reflecting the success of the major campaigns during the year. Event income continued to grow reflecting the success of our key events, to £280k (2023: £202k) helping other fundraising activities increase to £489k (2023: £398k). Overall fundraising raised £2.1m, surpassing its £2.0m target.

Although income was up significantly, this was offset by inflationary pressures, a fuller staffing compliment and unexpected maintenance costs on fire precautions pushed expenditure up by almost as much to £31.4m (2023: £28.5m).

The 2024 gain on investments of £491k compared favourably to a £533k loss in 2023. Further actuarial gains on the Defined Benefit Pension Scheme of £88k (2023: £272k) also helped to reduce the negative net movement on the charity’s funds by £114k (2023: £1.14m).

Balance sheet and cash flow highlights include an increase in tangible fixed assets as the Trust continued its investment in the school and college campus including completing the pool refurbishment, developing the new Bradbury Learning Centre, raising funds for a new electric bus, as well as continued health and safety improvements. Much of this investment was supported by investments and

accordingly these have reduced by £1.4m to £8.53m and general reserves have reduced to £2.44m (£4.00m). Net assets at the year end were £29.1m (2023: £29.3m).

General reserves are deemed to be those that are readily realisable less funds whose use is restricted or designated for a particular purpose. Thus, the calculation of general reserves excludes property and other fixed assets that continue to be used in the day to day operation of Treloar’s and in particular the buildings used by the school and college.

The Designated Fund primarily represents the net book value of tangible fixed assets, which have been purchased with unrestricted funds. This reserve is locked into the value of the estate and can be released only if all or part of the estate is sold. The value of the fund rose during the year to £20.5m (2023: £19.7m) because of new building works. Restricted funds of £10.0m (2023: £9.84m) represent monies received for a restricted purpose with the vast majority of these funds linked to specific building appeals of £8.83m (2023: £9.21m). Endowed funds of £1.62m (2023: £1.55m) are made up of the Rossington Fund £942k (2023: £878k) and Billesden Fund £676k (2023: £676k) and are applied to help students access education and to help monitor and support alumni progress respectively.

The historic Defined Benefit Pension scheme fund deficit relates to the excess of liabilities over assets in the defined benefit scheme. In 2023/24 the value of assets increased by £657k to £21.8m and this was partly offset by the total of

future obligations increasing by £227k to £27.2m. Overall, the net deficit reduced to £5.41m (2023: £5.84m).

The Trustees regularly review the value of the reserves required to be held in investments, cash and cash equivalents not restricted to or designated for any particular purpose. Ideally the Trustees believe that a general reserve of 3 months expenditure is needed to provide adequate working capital, to create a buffer in case of a sudden reduction in student numbers and to allow for fluctuations in investment returns. At 31 August 2024, the General Reserve was £2.44m (2023: £4.00m). This figure is lower than the reserve level targeted by Trustees even when long term finance is factored in. However, the Trustees consider this level of general reserves to be adequate at this time.

Where the money came from in 2023/24 (£000s)

College income from contracts and grants	16,489
School income from contracts and grants	10,842
Donations, legacies and grants	1,572
Lottery and events	489
Other income	368
Independent adult living	557
Investments	207
Outreach services	104
Total	30,628

Where the money was spent in 2023/24 (£000s)

Education	8,975
Residential	14,755
Medical	6,528
Fundraising	557
Lottery and events	328
Other	208
Total	31,351

Thank you to our Patrons

Royal patron
HRH The Duchess of Edinburgh GCVO

- Fiona Adler
- Michael Aspel OBE
- Bob Barrett
- Dan Bentley
- The Rev Mark Birch
- Virginia Bond
- Stuart C Boreham
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- Michael Campbell MBE DL
- Michael Cassidy CBE
- Mike Chadwick ACA CTAI
- Chris Childs
- Christopher Dadson
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- Damon de Laszlo DL
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- Alan Titchmarsh MBE DL VMH HonFSE
- The Right Reverend David Williams, Bishop of Basingstoke
- Dame Jacqueline Wilson DBE FRSL
- Tom Yendell



"A wealth of expertise and support under one roof."

"Confidence, independence and self-advocacy have come on in leaps and bounds."

"Every child is treated to their needs whilst always ensuring they are valued and important."



Thank you from our trustees

Honorary trustee

Rt. Hon. The Lord Mayor of
The City of London

Trustees

Lady Win Normington CBE
(Interim Chair of Trustees)

James Bateson LLB

Cheryl Brewer

Michael Chadwick ACA CTAI
(resigned 31/07/2024)

David Cook

Ian Cranna

Anna Galliford

David Matthews JP BSc CA

Michael Meredith (resigned 25/01/2024)

Neil Smith

Scott Watkin

Joanna Wright (appointed 05/07/2024)